

# Aleda E. Lutz VA Medical Center

Saginaw, Michigan

## 2023-2024 Doctoral Psychology Internship Program



### **APPIC MATCH Numbers:**

*Mental Health Clinic/Primary Care-MH Integration:* 246411

*Mental Health Clinic/Pain Resource Team:* 246412

*Primary Care-MH Integration/Pain Resource Team:* 246413

### **Applications Due:**

*NOVEMBER 15, 2022*

[Psychology Internship Program | VA Saginaw Health Care | Veterans Affairs](#)

## LAND ACKNOWLEDGMENT

We ask you to join us in acknowledging the indigenous inhabitants of the land where the Internship Program is currently located, their elders both past and present, as well as future generations.

Through our continued actions, we seek to demonstrate a commitment toward greater public education of Native sovereignty and cultural rights. With these initial steps we contribute toward equitable relationships and reconciliation.

Saginaw, MI occupies the seasonal lands of the following groups: the Anishinabewaki ᐱᓂᓴᓇᐅᑦᐳᑦ, Mississauga, ᓄᐃᑎᑏᑦᐳᑦ·ᓵᓇ·ᓕᑏ (Sauk), and others for which we may not have a name.

Michigan is home to five reservations, 12 tribes, and an Indigenous population of around 58,000.

We acknowledge that the lands within the state of Michigan are the traditional and contemporary homelands of many Indigenous nations, including but not limited to the Ojibwe (Chippewa), the Odawa (Ottawa), and the Potawatomi (Bode'wadmi).

## ALEDA E. LUTZ VA MEDICAL CENTER



The Aleda E. Lutz VA Medical Center is based in Saginaw, Michigan. The Aleda E. Lutz VA Medical Center was dedicated in the memory of Aleda Ester Lutz in 1950 and rededicated in her name on October 12, 1990. Aleda Ester Lutz was from Freeland, Michigan and a graduate of the Saginaw General Nursing School. She enlisted in the Army Nurse Corps in 1941 and was later assigned to the 802<sup>nd</sup> Medical Air Evacuation Transportation Squadron. She was promoted to Lieutenant in 1943. She provided comfort and aid to wounded troops that were being evacuated from the battle front during WWII. She was involved in 196 missions and had accumulated 814 hours in the air, more than any other Army Nurse. She died in a plane crash in 1944 while transporting 15 wounded soldiers. She is thought to be the first female killed in action in WWII. She was buried with full military honors in an American cemetery in France. Lt. Lutz received the Distinguished Flying Cross, which was the first award of its kind ever given to an Army Nurse in WWII, "For outstanding proficiency and selfless devotion to duty."

The Saginaw VAMC serves over 34,000 Veterans living in the Central and Northern 35 counties of Michigan's Lower Peninsula. In addition to the main medical center in Saginaw, we offer a number of services to our patients at 10 community-based outpatient clinics located in Alpena, Bad Axe, Cadillac, Cheboygan, Clare, Gaylord, Grayling, Oscoda, and 2 clinics in Traverse City. Our facility serves a largely rural population in both urban and rural settings, which provides an exceptional opportunity for trainees to gain experience and knowledge in serving rural Veterans. Interns are incorporated into programs where the focus is specifically on Interprofessional Team-Based Care including the Behavioral Health Interdisciplinary Program (Mental Health Clinic), Primary Care-Mental Health Integration, the Pain Resource Team, Psychosocial Rehabilitation (SMI), and the Community Living Center/Palliative Care Unit.

## ACCREDITATION STATUS

The doctoral psychology internship at the Aleda E. Lutz VA Medical Center is Accredited, on contingency by the Commission on Accreditation of the American Psychological Association. Questions related to the program's accreditation status should be directed to the Commission on Accreditation:

Office of Program Consultation and Accreditation  
American Psychological Association  
750 1st Street, NE, Washington, DC 20002  
Phone: (202) 336-5979 / E-mail: [apaaccred@apa.org](mailto:apaaccred@apa.org)  
Web: [www.apa.org/ed/accreditation](http://www.apa.org/ed/accreditation)

The internship program is a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC). We are registered for the APPIC Match as an APPIC member program. APPIC Member Number 2464.

## APPLICATION & SELECTION PROCEDURES

### Eligibility

Please see the VAs Office of Academic Affiliations website for additional eligibility information [Resources for Health Professions Trainees Coming to VA | Eligibility and Forms - Office of Academic Affiliations](#)

Applicants must meet the following prerequisites to be considered for our program:

1. U.S. citizenship. VA is unable to consider applications from anyone who is not currently a U.S. citizen. Verification of citizenship is required following selection. All interns and fellows must complete a Certification of Citizenship in the United States prior to beginning VA training.
2. A male applicant born after 12/31/1959 must have registered for the draft by age 26 to be eligible for any US government employment, including selection as a paid VA trainee. Male applicants must sign a pre-appointment Certification Statement for Selective Service Registration before they can be processed into a training program. Exceptions can be granted only by the US Office of Personnel Management; exceptions are very rarely granted.
3. Interns and Fellows are subject to fingerprinting and background checks. Match result and selection decisions are contingent on passing these screens.
4. VA training occurs in a health care setting. Some of the patients served by VA are elderly or infirm, and could succumb to common illnesses like influenza or COVID-19. It is important to be able to document that your vaccinations are up to date and that you have been screened for active tuberculosis prior to starting your training at VA or other

hospitals. Securing a statement from university student health center, your regular health provider, or an urgent care clinic can expedite your appointment. Additionally, maintaining current flu and COVID-19 vaccinations during the training year (or taking additional preventative measures to limit patient exposure to the flu and COVID-19) will be required. Please discuss this with the program training director after you have matched and well before to your start date to facilitate your onboarding

5. VA conducts drug screening exams on randomly selected personnel as well as new employees. Interns are not required to be tested prior to beginning work, but once on staff they are subject to random selection for testing as are other employees.

Internship applicants also must meet these criteria to be considered for any VA Psychology Internship Program.

1. Doctoral student in good standing at an American Psychological Association (APA) or Canadian Psychological Association (CPA) accredited graduate program in Clinical, Counseling, or Combined psychology or Psychological Clinical Science Accreditation System (PCSAS) accredited program in Clinical Science. Persons with a doctorate in another area of psychology who meet the APA or CPA criteria for respecialization training in Clinical, Counseling, or Combined Psychology are also eligible.
2. Approved for internship status by graduate program training director.

Our program is specifically focused on the training of professional psychologists for work in an interprofessional setting and with a Veteran population. Interest in these areas, combined with the quality of academic and practicum experience preparation, serve as criteria for consideration of applications.

### **Application Process**

Should you choose to apply, please go to the [www.appic.org](http://www.appic.org) website and complete the online AAPI. Please make sure you have included the following materials in your online AAPI:

1. APPIC Application for Psychology Internship (AAPI)
2. Graduate Transcript(s)
3. Curriculum Vitae
4. Three letters of recommendation from past/current clinical supervisors
5. Cover letter of interest describing past training and career goals
6. Supplemental Materials: A recent psychological assessment report that includes integration of at least two psychological tests/instruments and clinical interview

**Please note we utilize separate codes for the APPIC Match based on identified rotation tracks.** Applicants may apply to, and rank, single or multiple codes. It can be particularly helpful to us to specify in your cover letter or application the rotations, interest areas, and educational/career trajectories you are predominantly considering.

To be considered, all application materials for the 2023-2024 internship training year need to be submitted via the AAPI Online by November 15, 2022.

**Interested applicants may also contact the training director:**

**Amie Paradine, Psy.D.**  
**Director of Psychology Training**  
Aleda E. Lutz VA Medical Center  
1500 Weiss Street  
Saginaw, Michigan 48602  
Ph: (989) 497-2500 ext. 11961  
Fax: (989) 321-4922  
Email: [amie.paradine-hawver@va.gov](mailto:amie.paradine-hawver@va.gov)

### **Interviews**

Following the November 15th application deadline, the Training Director and Psychology Training Committee staff will review completed applications and select applicants to be invited for an interview. Qualifying applicants will be informed via e-mail no later than December 15, 2022 whether or not they have been invited for an interview. Interviews will be held in January 2023 and are conducted by at least 2 of our Psychology Training Faculty. On-site interviews are not offered. Virtual and/or telephone interviews are the only methods for conducting interviews. We regard interviews as a two-way process: a chance for us to meet and learn more about you, and an opportunity for you to meet us and gain a better understanding of our program. An interview is required to match with our program. We adhere strictly to the selection process guidelines established by the Association of Psychology Postdoctoral and Internship Centers (APPIC). This internship site agrees to abide by the APPIC policy that no person at this training facility will solicit, accept, or use any ranking-related information from any intern applicant.

The Aleda E. Lutz VA Medical Center is an Equal Opportunity Employer. The selection of interns is made without discrimination on the basis of race, color, religion, sex, national origin, politics, family status, physical handicap or age. Strict federal hiring guidelines require that staff be hired without discrimination.

Therefore, the Psychology Internship Program encourages applications from qualified candidates, regardless of age, race, color, religion, national origin, ethnicity, sex, gender, gender identity, sexual orientation, transgender status, pregnancy, disability, genetic information, marital status, parental status, political affiliation, or other minority status. The internship aims to foster a diverse Psychology workforce and supports an inclusive work environment that ensures equal opportunity. We encourage Psychology trainees of diverse backgrounds, in all of the ways that diversity is expressed, to apply to the Psychology Internship Program.

## **Match Process**

Once all interviews are completed, the Psychology Training Committee convenes to review and discuss each of the application packets. Consideration is given to the applicant's academic performance, clinical and practicum experience, letters of recommendation, and how well the applicant's goals fit with the offerings of the internship program. Staff members' impressions from the interviews are also shared. The Committee will reach a consensus rank order of all applicants. The internship strictly follows the APPIC match policies and procedures in order to protect the applicants' rights to freely choose among internships. No person at this training facility will solicit, accept, or use any ranking-related information from any intern applicant prior to submitting our rank order for matching.

## **VA Employment**

Transitionally, upon successful completion of their VA internship, interns are eligible to apply for VA psychology staff positions nationally on a non-competitive status. To be eligible for employment as a VA Psychologist, a person must be a U.S. citizen and must have completed an APA, or CPA accredited graduate program in Clinical, Counseling, or Combined psychology or PCSAS accredited Clinical Science program AND must have completed an APA or CPA accredited internship in Psychology, with the emphasis area of the degree consistent with the assignment for which the applicant is to be employed. The only exception is for those who complete a new VA internship that is not yet accredited.

## **Statement on Diversity**

As a Psychology Service and training program, we are aware that we operate in a system and culture that was not built for a number of minority statuses. We are committed to a process of becoming more aware of the ways in which we may actively facilitate the continuance of policies and processes that oppress minority groups and the individuals who belong to them. We are seeking candidates who are actively engaged in anti-racist work as well as other efforts to shift systemic inequalities for oppressed groups, as we seek to further our collective efforts towards inclusion and equality for all people - Veterans and staff included. This is daily, effortful, and uncompromising work, and we are committed to it.

## **PSYCHOLOGY SETTING**

The psychology staff are embedded in the Mental Health Service Line of the Aleda E. Lutz VA Medical Center alongside psychiatrists, psychiatric nurse practitioners, clinical pharmacists, nurses, social workers, and peer support specialists. We work together to promote interprofessional team-based care practices within our service and with other services in the Medical Center such as primary care and other specialty clinics.

The Medical Center is conducive to training, and Leadership at the facility values training. The facility is affiliated with a number of universities throughout the state of Michigan and trains medical students, medical residents, psychiatry residents, nurse practitioners, nurses,



optometry students, physical therapy students, occupational therapy students, pharmacy residents, and social work interns. The Mental Health Service Line provides training across several disciplines in addition to psychology, including psychiatry residents and social work interns.

### **Outpatient Mental Health and Medical Center Settings**

Internship rotations will take place at either the Health Care Center or Medical Center, both located in Saginaw, MI. The Health Care Center is an outpatient clinic that houses a large number of the services available in the Mental Health Service Line. Mental Health services/programs available at the Health Care Center include: Behavioral Health Interdisciplinary Program (BHIP); PTSD Clinical Team (PCT); Serious Mental Illness (SMI) Clinic; Substance Use Disorder Clinic (SUD); Dual Diagnosis; Veterans Justice Outreach (VJO); Homeless Program (HUD-VASH); Compensated Work Therapy (CWT)-Transitional Work (TW) and Supported Employment (SE) Program; Peer Support; and Neuropsychological Assessment. The Saginaw VA Medical Center is home to other Mental Health Service Line programs and services such as Primary Care-Mental Health Integration (PC-MHI), Health Behavior Coordinator, Community Living Center (CLC) Consult/Liaison Psychologist, Urgent Care Clinic crisis intervention services, Transition and Care Management Program, and the Pain Resource Team Psychologist.

## **TRAINING MODEL AND PROGRAM PHILOSOPHY**

The primary goal of the Aleda E. Lutz VA Medical Center Psychology Internship Program is to train doctoral interns to provide an array of psychological services within an urban/rural healthcare environment. The training approach for the internship is based on a practitioner-scholar model. The internship is designed to contribute to the development of a clinical attitude with an emphasis on the development of reflective skills and the evaluation of research for informed practice. Reflection includes consideration of individual, cultural, and societal factors pertaining to both the provider and recipient of services. The Mental Health Service line, of which we are a part, practices from and emphasizes a Recovery Model wherein the Veteran's goals are the focus of treatment.

## **PROGRAM GOALS & COMPETENCIES**

The goal of the program is to present a series of learning experiences for interns that fosters their development as highly ethical and competent professional psychologists who can function effectively in many different clinical environments and are ready to assume the responsibilities of an entry-level staff psychologist or advanced practice postdoctoral residency position.

The goal of generalist training is achieved through exposing interns to:



1. A variety of supervisors who represent a diverse set of backgrounds and theoretical orientations
2. A large number of patients who are characterized by a diversity of mental disorders, ethnic backgrounds, levels of education, and socioeconomic status
3. Different types of activity such as case presentations, interdisciplinary team meetings, administrative meetings, and weekly didactics

This internship experience provides training to obtain competence in the 9 core areas of health service psychology practice as outlined in the Standards of Accreditation from APA's Commission on Accreditation. Those areas are:

1. Research
2. Ethical and legal standards
3. Individual and cultural diversity
4. Professional values, attitudes, and behaviors
5. Communication and interpersonal skills
6. Assessment
7. Intervention
8. Supervision
9. Consultation and interprofessional/interdisciplinary skills

## **PROGRAM STRUCTURE & ROTATIONS**

Interns match into one of three training tracks: Mental Health Clinic/Primary Care-MH Integration, Mental Health Clinic/Pain Resource Team, and Primary Care-MH Integration/Pain Resource Team. Internship positions are a full-time training experience and will last a full calendar year (2080 hours). **The start date for the 2023-2024 training year is July 31, 2023.**

Interns are expected to work closely with their individual supervisors on all rotations. Each supervisor is responsible for the training experience provided on his or her specific rotation. The supervisor assists in selecting patients and making referrals, represents Psychology with the intern in team meetings and other activities, and conducts individual supervision sessions 1-2 hours per week. Each intern will receive a minimum of 4 hours per week of supervision from fully licensed psychologists (at least 2 hours of individual supervision and 2 hours of group supervision). The degree of responsibility given the intern and amount of structure provided depend on the intern's level of prior experience. Over the course of the internship year, it is expected that levels of responsibility will increase as the amount of needed supervision structure decreases. Interns will spend approximately 16-20 hours per week in face-to-face direct service delivery.

Each intern will complete two (2) major rotations, both rotations lasting a full calendar year. The interns will also have the opportunity to rotate through three (3) minor rotations of 4 months each. Both major rotations will last approximately 12-14 hours per week (including individual supervision), and the minor rotation will last 4-8 hours per week. Rotation combinations are organized into three (3) tracks, and each intern will be matched to a particular track in the APPIC match process. Major and Minor rotation descriptions and the tracks are outlined below.

### **Major Rotations:**

The combination of rotations is organized into three (3) tracks: Mental Health Clinic/Primary Care-MH Integration, Mental Health Clinic/Pain Resource Team, and Primary Care-MH Integration/Pain Resource Team.

#### **1. Mental Health Clinic (Behavioral Health Interdisciplinary Program (BHIP))**

Doctoral interns on this rotation work with a group of mental health professionals comprised of psychiatrists, psychologists, nurses, psychiatric nurse practitioners, social workers, clinical pharmacists, case managers, peer support specialists, and clerical staff working together in an outpatient setting at the Health Care Center to focus on the Veteran's mental health and well-being. The BHIP team promotes proactive, integrated, comprehensive outpatient mental health care. BHIP also increases Veteran access to mental health care that is patient-centered, recovery-oriented, evidence-based, and collaborative. In this rotation, interns are responsible for the provision of direct psychological patient care, consultation services, and administrative duties. Their responsibilities include: psychological assessment; comprehensive evidence-based psychotherapy interventions (EBP) such as Cognitive Behavioral Therapy (CBT), Cognitive Processing Therapy (CPT), Acceptance and Commitment Therapy (ACT), and Motivational Interviewing (MI) that are appropriate to the Veteran's needs and desires including individual, family, and group psychotherapy as indicated; collaborate with the interprofessional team; develop, implement, and document all patient care including treatment plans, crisis intervention and suicide risk assessments/safety plans to assure ongoing communication with the BHIP team and other health care providers; and support same-day access to mental health services for Veterans as deemed necessary.

#### **2. Primary Care-Mental Health Integration (PC-MHI)**

Doctoral interns on this rotation are integrated into the Patient-Aligned Care Teams (PACT) at the Medical Center and provide consultation to primary care providers (i.e. Physicians; Nurse Practitioners; Physician Assistants). In this rotation, interns are responsible for providing brief evidence-based psychological services (i.e. brief CBT, MI) to Veterans at the point at which they first seek assistance for mental health services. Their responsibilities include: initial assessment and treatment of all psychological conditions; referral for specialty mental health services (i.e. BHIP psychiatry or psychotherapy; Post-Traumatic Stress Disorder Clinic; Substance Use

Disorder Clinic); consultation with primary care providers; crisis intervention, suicide risk assessment, and safety planning.

### **3. Pain Resource Team**

Doctoral interns on this rotation work with an interprofessional team comprised of a psychologist, social worker, clinical pharmacist, nurses, physical therapists, and physician at the Medical Center. This rotation is focused on helping patients and medical staff gain deeper insight into a biopsychosocial understanding of the patient's chronic pain. Interns responsibilities include: intake assessment; making treatment recommendations; offering individual/group cognitive-behavioral therapy for chronic pain (CBT-CP); collaboration with other disciplines such as physical therapy, primary care providers, nutrition, and comfort treatment providers; crisis intervention, suicide risk assessment, and safety planning as necessary.

### **Minor Rotations:**

Interns complete three (3) minor rotations throughout the training year.

#### **1. Health Behavior**

Interns on this minor rotation work side by side with our local Health Behavior Coordinator at the Medical Center. They train, mentor, and guide medical center staff from a wide range of disciplines to support patient self-management of health-related behaviors. The intern also participates in group and individual health promotion interventions such as smoking cessation and weight management and providing or co-providing direct patient care using evidence-based treatments such as MI and CBT.

#### **2. Community Living Center/Palliative Care**

This minor rotation involves working with veterans in a variety of medical settings including the Acute Care Telemetry Unit, Palliative/ Hospice Unit, and Community Living Center (CLC). Interns work with the CLC psychologist at the Medical Center. Veterans range in ages, with a large geriatric population. Interns conduct psychological assessments/screenings, complete capacity evaluations, develop behavioral plans, and complete long and short-term therapy focused on a variety of topics, such as tobacco cessation to end of life, when available. Lastly, interns will consult with clinical staff and provide support to family members and caregivers as needed.

#### **3. Compensation & Pension**

Interns on this minor rotation are trained to complete mental health compensation and pension examinations under the supervision of a licensed psychologist that is trained and competent to complete these examinations. This minor rotation is located at the Health Care Clinic. Interns are trained to complete the Disability Benefits Questionnaire (DBQ) Psych Mental Disorders, DBQ Psych PTSD Initial, DBQ

Psych PTSD Review, and DBQ Medical Opinion examinations set forth by the VHA Office of Disability and Medical Assessment (DMA) to satisfy examination requests from the Veterans Benefits Administration (VBA) regarding Veteran's claims for service-connected mental health disorders. Interns are responsible for direct patient care in the form of diagnostic clinical interviews and brief psychological assessment measures deemed relevant for the examination request.

## **Didactics**

The internship program provides interns with training opportunities and didactics that offer theoretical and practical knowledge based on pertinent literature and research as well as on clinical experience. The interns receive 2 hours of weekly didactic training. Below is a list of potential didactic trainings.

### **Professional Development Series**

- Professional Behavior, Relationships, and Boundaries
- Post-doc, Licensure, and ABPP Certification
- Ethics and Legal Standards
- Coping and Self-Care
- Standards of Care and Best Practices

### **Diversity Series**

- Individual Identity Development and Cultural Awareness
  - How these relate to, and influence, clinical work with a focus on race, class, sex/gender, ability, and LGBTQ+ areas of diversity.
- LGBTQ+ Mental Health Care
- Diversity and Implications for Assessment

### **Evidence-Based Psychotherapy Series**

- Cognitive Processing Therapy
- Prolonged Exposure
- Cognitive Behavioral Therapy for Chronic Pain
- Acceptance and Commitment Therapy for Depression
- Motivational Interviewing
- Social Skills Training

### **Assessment Series**

- PTSD: CAPS-5, PCL-5
- Suicide Prevention, Crisis Intervention, Harm Assessment, and Safety Planning
- Capacity Assessment
- Neuropsychological Assessment

Health Behavior Psychology

Mental Health Recovery Model

Supervision

Consultation

Military/Veteran Culture

Rural Psychology  
Mild Traumatic Brain Injury  
Military Sexual Trauma

### **Other Training Activities**

Interns participate in once-monthly interdisciplinary team meetings/case conferences where they are expected to present cases to the treatment team that consists of psychologists, social workers, psychiatrists, psychiatric nurse practitioners, nurses, a clinical pharmacist, and peer support specialists. In addition, interns attend monthly Mental Health Service Line staff meetings in which brief educational presentations are common. Further, interns are assigned to attend Medical Center Grand Rounds as appropriate and pertinent to their training. Interns also engage in a scholarly project that involves researching a relevant topic in mental health and culminates in a formal presentation to the Medical Center and Mental Health staff at grand rounds.

## **FACILITY & TRAINING RESOURCES**

In support of the internship training program, the Medical Center has a number of resources which are available to support clinical training. The Medical Center library contains many current professional journals, books, and publications. In addition, any article or book the intern wishes to obtain may be obtained through the Medical Center library on interlibrary loan. The medical library is part of the VA Library Network (VALNET) and has access to the holdings of over 172 VA libraries. Library staff are willing to help interns with literature searches and with accessing online research journals.

The Mental Health Service line and Medical Center have excellent computer support. Interns will have access to computers that are connected to the computerized medical record system, medical center email, Microsoft Office Professional, Online Meeting/Video Conferencing, and internet access. Voice dictation services are available to interns for dictating clinical and testing reports. Within the psychology department, interns have access to a variety of psychological assessment instruments. Interns have training opportunities with Clinical Video Telehealth (CVT) and VA Video Connect (VVC) as well.

Psychology staff and interns rely upon administrative assistants from the Mental Health Service. A Mental Health Service Automated Data Processing Application Coordinator (ADPAC) is available for assistance with computer-related needs.

## **ADMINISTRATIVE POLICIES & PROCEDURES**

Health Professions Trainees (HPTs) are appointed as temporary employees of the Department of Veterans Affairs. As such, HPTs are subject to laws, policies, and guidelines posted for VA

staff members. There are infrequent times in which this guidance can change during a training year which may create new requirements or responsibilities for HPTs. If employment requirements change during the course of a training year, HPTs will be notified of the change and impact as soon as possible and options provided. The Director of Psychology Training will provide you with the information you need to understand the requirement and reasons for the requirement in a timely manner.

### **Stipend & Benefits**

The internship is a full time, 12-month experience beginning on July 31, 2023. The intern is required to obtain 2,080 hours of training. Currently the doctoral intern stipend is \$26,297 per year divided into 26 equal bi-weekly payments. Interns are also eligible for health benefits, including family and spousal health benefits. This includes any legally married spouse (regardless of gender) and dependents.

### **Work Hours**

The scheduled work hours are 8:00 a.m. – 4:30 p.m. Monday through Friday except for federal holidays. Lunch breaks are 30 minutes. Interns may not stay on the medical center grounds after hours unless one of the intern supervisors is present and available.

### **Personal Leave**

Interns accumulate 4 hours of sick leave and 4 hours of annual leave per two-week pay period. In addition, interns receive 11 paid federal holidays.

Should extensive periods of illness or other circumstances cause an intern to have to exceed his/her allotted leave during their one-year appointment, the intern will have to work beyond the 12-month appointment without stipend to accumulate the extra hours that were lost.

### **Timekeeping and Leave Requests**

Requests for annual or sick leave should be discussed with the Director of Psychology Training. If approved, the intern submits leave requests via the VATAS system. Leave requests are approved by Mental Health Leadership (Chief, Psychology Service; Assistant Chief, Psychology Service; and Associate Chief of Staff for Mental Health). Except in the case of emergencies, all leave (except holidays) must be approved in advance. Interns should inform the Director of Psychology Training and all supervisors of planned absences.

### **Due Process**

All parties must attempt to resolve problems at an informal level of action first. Thus, for example, if an intern is dissatisfied with a particular supervisor or rotation, he or she is encouraged to discuss the issue with the supervisor initially, unless the intern believes that to do so would not be in the intern's best interest. If this is the case, the intern is encouraged to seek advice from the Director of Psychology Training. If the intern seeks advice, the Director of Psychology Training will subsequently consult with both the intern and supervisor before

offering any proposal of a solution to the problems addressed. If the Director of Psychology Training believes that a change of rotation or a change of supervisor within a rotation is warranted, he/she will consult with the Psychology Training Committee before this action is proposed. The Director of Psychology Training will provide written notice to the intern of any changes in rotations or supervisors. If the intern is not satisfied with the proposed solution, the intern may present a grievance in writing under the Intern Grievance Procedure.

Copies of the formal Due Process and Remediation of Problematic Intern Performance Policy and Intern Grievance Procedures are available upon request from the Director of Psychology Training. All interns receive orientation to these policies and procedures at the start of internship during their orientation process.

### **Privacy Policy**

We collect no personal information about you when you visit our website.

### **Self-Disclosure**

We do not require interns to disclose personal information to their clinical supervisors except in cases where personal issues may be adversely affecting an intern's performance and such information is necessary to address these difficulties.

### **Nondiscrimination Policy**

It is VHA policy to prohibit discrimination in federally conducted education and training programs and activities on the basis of age, race, color, national origin, religion, ethnicity, culture, language, physical or mental disability, socioeconomic status, sex, sexual orientation, gender identity or expression, transgender status, pregnancy, marital status, political affiliation, genetic information, LEP, and status as a parent. Federal law and VHA policy also prohibit harassment of any person or retaliation against any person who filed a charge of discrimination based on any of these criteria.

### **Psychology Training in Response to Pandemic**

In March 2020, the United States and State of Michigan declared a state of emergency due to the COVID-19 pandemic, leading to a shelter in place order from the Governor of Michigan that restricted nonessential face to face services. The well-being of our psychology trainees has always been our top priority, and it is our mission to support trainees and ensure their success despite these challenges. Furthermore, interns can serve a critical role in responding to the mental health needs of our Veterans during this difficult time. The mental health clinics at Aleda E. Lutz VA thus modified its training requirements to permit telework, telehealth, and some telesupervision as appropriate in order to encourage compliance with these stay-at-home orders, limit exposure to COVID-19 within our buildings, and protect the health and safety of both providers and patients. These temporary modifications allowed interns to continue to receive quality training and provide quality clinical services to Veterans via telepsychology. Supervisors were asked to accommodate the interns' needs during the pandemic and the



temporary modifications. Interns were granted telework eligibility to allow them to work from home as appropriate. Those who chose this option were expected to work with their supervisors to develop an appropriate telework training amendment to assure that they could complete outlined activities. They also kept a regular log of their time, continued to work a normal tour of duty, and maintained availability to supervisors, staff and patients.

During the pandemic response, interns continued to receive required hours of supervision and didactic training as required by the training program, OAA, and APA. These were also permitted via telesupervision as appropriate. Interns were expected to achieve minimum levels of achievement (MLAs) on all competencies by the end of the training year in order to successfully complete internship.

During a pandemic or similar event, modifications to the training year may be necessary if any rotations are more substantially impacted and less readily converted to telehealth (e.g., C&P, Consult Liaison Psychology), and if a specific rotation cannot be completed as intended, the intern will be assigned alternative training opportunities. At least 25% of an intern's time must be spent on face-to-face patient contact hours, which include video or telephone visits.

At the time of this brochure update, all employees and visitors must wear a mask in all public areas on campus as part of our universal masking policy. Interns are also required to participate in symptom self-screening with other hospital employees at the start of their tour. If experiencing potential COVID-19 symptoms, they should notify the Training Director and Chief of Psychology, as well as Occupational Health, and not report to work. If possible, we ask that the intern promptly gets tested and does not return to work until a confirmed negative test. All employees should inform Occupational Health if they are diagnosed or tested positive for COVID-19 to allow for contact tracing of all potentially exposed staff and patients.

Orientation of interns will include a discussion of COVID-19 including information about how health and safety are maintained. Please note that, as the pandemic evolves and state and local guidelines change, our program may add or remove modifications. All modifications are developed with the permissions outlined by the American Psychological Association (APA), Association of Psychology Postdoctoral and Internship Centers (APPIC), and the VA Office of Academic Affiliations (OAA). Please feel free to contact the Training Director if you have additional questions.

## PSYCHOLOGY STAFF



**Cynthia L. Atkinson, Psy.D.**  
**PTSD Clinical Team Psychologist**

Dr. Atkinson received her Bachelor of Arts degree in psychology from Central Michigan University in 2013. She received her doctorate degree from The Michigan School of Psychology in 2019. She joined our staff after completing her doctoral internship with us in 2019. Dr. Atkinson currently works as a staff psychologist on the PTSD Clinical Team. She provides intensive trauma treatment to Veterans through individual psychotherapy and facilitates group psychotherapy for Military Sexual Trauma. Dr. Atkinson is the Tele Mental Health Champion for our VA. She is actively involved with the training program and facilitates didactic trainings. Her passion lies with trauma, animal-assisted psychotherapy, eco-therapy and mindfulness. She is a VA certified provider in Cognitive Processing Therapy and is a certified Individual Clinical Trauma Specialist.

Some of her certifications and trainings include: Positive Psychology Resilience, Mindfulness, Healing and Transformation, Behavioral Treatment of Chronic Pain, Disordered Eating- From Image to Illness, Cognitive Behavioral Therapy, Trauma-Focused Cognitive Behavioral Therapy, Advanced Strategies Motivational Interviewing, Transgender Issues and working with Transgender Clients and Animal-Assisted Interventions.



**David Collier, Psy.D.**  
**PTSD Clinical Team Psychologist**  
**Compensation & Pension Psychologist**  
**Former Prisoner of War Advocate**

Dr. Collier received his Bachelor of Arts degree with a major in psychology from the University of Michigan in Ann Arbor, where he volunteered with adults who have severe persistent mental illnesses at the state Center for Forensic Psychiatry, a psychosocial rehabilitation clubhouse, and a community mental health agency. After graduation, he worked with the same population as a vocational specialist at a psychosocial rehabilitation clubhouse and as a case manager for a community mental health agency. He attended The Chicago School of Professional Psychology where he earned Master of Arts and Doctor of Psychology degrees in clinical psychology. He completed his assessment practicum at a managed care group mental health practice with young through geriatric adults and his therapy practicum at a group practice associated with a therapeutic school and residential program working with children, juveniles, and their families and foster families. He completed his APA accredited internship at a community mental health board with concentrations in adult inpatient, outpatient, and crisis services. After his internship, he worked for nearly fourteen

years throughout the State of Michigan as a psychologist and chief psychologist providing a full spectrum of assessment, therapy, supervision and consultation services within the Department of Corrections. He currently works as a clinical psychologist providing psychological assessment and psychotherapy services to Veterans through the PTSD Clinical Team. His clinical interests include diagnostic assessment and integrative individual and group psychotherapy using interpersonal, cognitive behavioral, acceptance and commitment, and psychodynamic interventions. Dr. Collier holds VA certification in Cognitive Processing Therapy for PTSD, Prolonged Exposure, and Interpersonal Psychotherapy for Depression.

**Kelly K. Greene, Psy.D., ABPP**

**Clinical Neuropsychologist**

Dr. Greene earned her doctorate in clinical psychology from The Chicago School of Professional Psychology in 2000. She completed a two-year post-doctoral residency at Mary Free Bed in 2002. She is board-certified by the American Board of Professional Psychology in clinical neuropsychology and pediatric clinical neuropsychology. Dr. Greene's clinical interests include traumatic brain injury, seizure disorders, stroke, and dementia.



**Trevor A. Grice, Ph.D.**

**Health Behavior Coordinator**

**VISN 10 Whole Health Education Champion**

Dr. Grice received his doctorate from Eastern Michigan University in 2007 with a focus on General Clinical Psychology and with clinical experiences in the VA, Michigan Dept. of Corrections, community sliding scale clinic, and college counseling center. He completed his Pre-Doctoral Internship at the Brigham Young University Career and Counseling Center and proceeded to work in the private sector in Utah and Michigan for the next nine years providing psychological assessment and clinical services to a diverse array of community-based patients. Dr. Grice joined the Aleda E. Lutz VAMC team in October 2016 as the Health Behavior Coordinator where his focus is on health psychology, facilitating health behavior changes, conducting surgical clearance evaluations, and facilitating staff communication and patient care endeavors such as motivational interviewing for PACT teams and the TEACH program. Dr. Grice is also actively involved in the Whole Health Initiative that is being rolled out throughout the Veteran's Health Administration and is on the steering committee for the Aleda E. Lutz VAMC, as this site is considered a "flagship" site for Whole Health in VISN 10.



**Teresa J. Lynch, Ph.D.**  
**Pain Resource Psychologist**

Dr. Lynch received her Ph.D. from Eastern Michigan University in 2008. She completed her doctoral internship at the Erie Psychological Consortium in 2007 and postdoctoral residency at the Henry Ford Health System in 2010. Dr. Lynch has been with the Aleda E. Lutz VA Medical Center since 2010. During her time at the VA, she has held positions with Health Behavior and Disease Prevention, Primary Care Mental Health Integration and currently Pain Resource Team providing collaborative, population-based, stepped and measurement-based care, including appropriate longitudinal follow-up, to address common mental health conditions for the primary care populations. She has also been involved in program development and evaluation through the pain clinic, MOVE program, smoking cessation, and dementia committee. Her interests lie in developing and delivering treatments that provide cross-diagnostic benefits for patients with chronic pain and PTSD, SUDs, and/or depression. Through these pursuits, her original training and orientation in Neuropsychological Evaluation, and Cognitive Behavioral and Behavioral Analytic Approaches, has been augmented by interests and training in the mind-body approaches including Mindfulness, Tai Chi, Yoga, Acupuncture, and Biofeedback.



**Amie Paradine, Psy.D.**  
**Director of Psychology Training**  
**Chief, Psychology Service**  
**PTSD Clinical Team Program Manager**  
**Compensation & Pension Psychologist**

Dr. Paradine is the Director of Psychology Training and Chief, Psychology Service at the Aleda E. Lutz VA Medical Center. She is currently involved in direct patient care on the PTSD Clinical Team and conducts Compensation & Pension examinations. Dr. Paradine is currently the PTSD Clinical Team Program Manager. As director of training, Dr. Paradine will be closely involved in internship training through didactic, supervisory, and programmatic activities.

Dr. Paradine completed her Psy.D. at the Illinois School of Professional Psychology and completed her APA-accredited internship at OhioGuidestone, a large non-profit community mental health agency in northeast Ohio in 2010. Dr. Paradine has previous experience supervising multiple levels of training including practicum, internship, and postdoctoral trainees. Prior to coming to the VA in 2015, Dr. Paradine served as the Practicum Training Coordinator at OhioGuidestone and assisted in the day-to-day operations of their APA-accredited internship program that hosted eight (8) interns yearly. Dr. Paradine was involved in

the internship program as a member of the faculty committee, a supervisor, and provided didactic training.

Dr. Paradine's clinical interests include PTSD, family systems, couples, relational functioning, attachment, the impact of PTSD on family and couple functioning, psychology training, supervision, Cognitive Processing Therapy, trauma-based treatment, depression, evidence-based treatment, consultation, and complex/developmental trauma. Dr. Paradine holds VA certification in Cognitive Processing Therapy for PTSD.

**Maxine Pegram, Psy.D.**

**Behavioral Health Interdisciplinary Program Psychologist**

**Vet Center Consult & Liaison Psychologist**

Dr. Pegram earned her doctorate in clinical psychology from The Michigan School of Psychology in 2019. She completed her doctoral internship at the Aleda E. Lutz VA Medical Center. After internship, Dr. Pegram joined the Aleda E. Lutz VAMC team in September 2019 as a BHIP psychologist. She also serves as the Consult & Liaison Psychologist for the local Vet Center, providing clinical consultation services and facilitating coordination of care for our Veterans. Her clinical interests include delivering cognitive behavioral, acceptance and commitment, supportive counseling, and mindfulness-base interventions.



**Andrea Rasdale, Psy.D.**

**Assistant Chief, Psychology Service**

**Primary Care-Mental Health Integration Program Manager**

Dr. Rasdale earned her doctorate degree in clinical psychology at the University of Indianapolis in 2017. She completed her APA-accredited internship at the W.J.B. Dorn VA in Columbia, SC. She completed her post-doctoral residency at the VA Northeast Ohio Healthcare system in Cleveland, OH. Dr. Rasdale currently serves as the Assistant Chief of Psychology and the Primary Care-Mental Health Integration Program Manager. Her current clinical services focus on those in the primary care setting. Previously, she served as the consult and liaison psychologist on our medical inpatient units. This included the Acute Care and Telemetry Unit, Hospice/ Palliative Care Unit, and the Community Living Center. She also previously served as the Local Recovery Coordinator for the facility promoting the recovery model across the system. She has extensive history in conducting capacity evaluations and providing short- and long-term psychotherapy and family counseling. Her interests include recovery for those with serious mental illness, stigma, as well as teaching and supervision.



**Stephen Swender, Psy.D.**  
**Dual Diagnosis Psychologist**  
**Evidence-Based Psychotherapy Coordinator**

Dr. Swender earned his Psy.D. in Clinical Psychology at Nova Southeastern University in 2000. He completed his APA-accredited internship in 2000 with the Central Louisiana State Hospital Professional Internship Consortium. Dr. Swender provides assessment and treatment for Veterans with Posttraumatic Stress Disorder and co-occurring substance use disorders. His interests include the delivery of Evidenced Based Psychotherapies within a biopsychosocial framework, Prolonged Exposure Therapy, and functional analysis in clinical psychology. He has previously served as a Training Director for an APA-approved internship program and is currently an Adjunct Professor of Psychology at Central Michigan University. He is the clinical supervisor for the psychology practicum trainees from Central Michigan University each training year.



**Adrienne L. West, Ph.D.**  
**Assistant Director of Psychology Training**  
**Clinical Neuropsychologist**

Dr. West joined the Aleda E. Lutz VA Medical Center as a staff clinical neuropsychologist in 2014 following a two-year postdoctoral fellowship at Cambridge Health Alliance/Harvard Medical School. She is a graduate of the clinical psychology program at Central Michigan University, culminating her doctoral training in a year-long internship at Yale University School of Medicine. In her position at the VA, Dr. West completes a wide array of adult neuropsychological assessments, ranging from AD/HD to TBI to dementia. Her clinical interests also expand past neuropsychological assessment; she has written on the psychological complexities of organ transplantation and the utility of pre-transplant psychological evaluations to predict post-surgical outcomes. Further, Dr. West has experience with and maintains an interest in neuropsychological evaluations of ethnically and culturally diverse populations.



## LOCAL INFORMATION

The Aleda E. Lutz VA Medical Center includes the main medical center and Health Care Center in Saginaw, Michigan as well as 9 Community-Based Outpatient Clinics (CBOC) around the northern half of the lower peninsula. The Medical Center is located in a city of around 50,000 people. Saginaw is 15 miles south of Bay City, Michigan, 30 miles southeast of Midland, Michigan, and 55 miles southeast of Mt. Pleasant, Michigan (home of Central Michigan University). The following are some useful websites to explore information about these areas.

- [City of Saginaw, Michigan \(saginaw-mi.com\)](http://saginaw-mi.com)
- [Bay City, MI | Official Website \(baycitymi.org\)](http://baycitymi.org)
- [Midland, MI - Official Website | Official Website \(cityofmidlandmi.gov\)](http://cityofmidlandmi.gov)

In addition, the great state of Michigan has a lot to offer in the way of social, cultural, and recreational activities. Check out the Pure Michigan website to start exploring all the beauty Michigan has to offer.

- [Pure Michigan | Official Travel & Tourism Website for Michigan](http://puremichigan.com)
- [Saginaw | Michigan](http://saginaw-mi.com)
- [Great Lakes Bay Region | Michigan](http://greatlakesbayregion.com)
- [Bay City | Michigan](http://baycitymi.org)



## INTERNSHIP ADMISSIONS, SUPPORT, AND INITIAL PLACEMENT DATA

Date Program Tables were last updated: 07/28/2022

### Program Disclosures

<p><b>Does the program or institution require students, trainees, and/or staff (faculty) to comply with specific policies or practices related to the institution's affiliation or purpose? Such policies or practices may include, but are not limited to, admissions, hiring, retention policies, and/or requirements for completion that express mission and values.</b></p>	<p>_____ Yes</p> <p>___X___ No</p>
<p><b>If yes, provide website link (or content from brochure) where this specific information is presented:</b> N/A</p>	

### Internship Program Admissions

<p><b>Briefly describe in narrative form important information to assist potential applicants in assessing their likely fit with your program. This description must be consistent with the program's policies on intern selection and practicum and academic preparation</b></p>
<p>The Aleda E. Lutz VA Medical Center is located in Saginaw, Michigan and offers doctoral psychology internships on a competitive basis to U.S. citizens who are pursuing a doctoral degree in clinical, counseling, or combined psychology from an American Psychological Association (APA) or Canadian Psychological Association (CPA) accredited graduate program or Psychological Clinical Science Accreditation System (PCSAS) accredited program in Clinical Science. To be considered, students must demonstrate completion of at least three years of graduate course work and a combined minimum of 400 hours of formal Practicum Training in assessment and intervention. Applicants must be certified as ready for internship by their Director of Training.</p>
<p><b>Does the program require that applicants have received a minimum number of hours of the following at time of application? If Yes, indicate how many: YES</b></p>
<p>Total Direct Contact Intervention Hours: <u>Yes</u> Amount: 350</p>
<p>Total Direct Contact Assessment Hours: <u>Yes</u> Amount: 50</p>
<p><b>Describe any other required minimum criteria used to screen applicants:</b></p>
<p>N/A</p>

### Financial and Other Benefit Support for Upcoming Training Year

Annual Stipend/Salary for Full-time Interns	26,297
Annual Stipend/Salary for Part-time Interns	N/A
Program provides access to medical insurance for intern?	YES
If access to medical insurance is provided:	
Trainee contribution to cost required?	YES
Coverage of family member(s) available?	YES
Coverage of legally married partner available?	YES
Coverage of domestic partner available?	NO
Hours of Annual Paid Personal Time Off (PTO and/or Vacation)	104
Hours of Annual Paid Sick Leave	104
In the event of medical conditions and/or family needs that require extended leave, does the program allow reasonable unpaid leave to interns/residents in excess of personal time off and sick leave?	YES
Other Benefits (please describe)	N/A

### Initial Post-Internship Positions (Aggregated Tally for Preceding 3 cohorts)

	2018-21	
Total # of interns who were in the 3 cohorts	8	
Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral degree	3	
	PD	EP
Academic teaching	0	0
Community mental health center	0	0
Consortium	0	0
University Counseling Center	0	0
Hospital/Medical Center	1	0
Veterans Affairs Health Care System	0	4
Psychiatric facility	0	0
Correctional facility	0	0
Health maintenance organization	0	0
School district/system	0	0
Independent practice setting	0	0
Other	0	0

Note: "PD" = Post-doctoral residency position; "EP" = Employed Position

\*The COVID-19 pandemic significantly impacted the 2019-2021 training years in their ability to collect data for their specific dissertation research topics. All 3 were employed in an Independent Practice Setting utilizing their Master-level license in the state of Michigan while completing their dissertations/doctoral degree immediately post-internship.